

NAVY PERSONNEL



Reserve Enlisted Advancements Branch/General Assignment Recall

(PERS-4812)

Phone:

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NAVY PERSONNEL



**PNCM (AW) Darlene Gemuend - Head,
Reserve Enlisted Advancements
Branch**

**YNC(AW) Michelle Lang - Assistant
Branch Head, BCNR, Congressionals,
TIR Waivers**

**PNC Margaret Meiser - Supervisor,
Advancement Determinations,
Examination Participation Requests,
QA**

**PN1 Brett Shirk - General Assignment
Recall,**

PN3 Bethany Woodman - Rating

PERS-4812 Functions

- **Administer the Enlisted Advancement System**
- **Sponsor Chief/Senior/Master Chief Petty Officer Selection Boards**
- **Change of Rating Packages**
- **Examination Discrepancy**
- **Advancement Determination Letters**
- **General Assignment Recalls**
- **Time in Rate Waivers/Adjustments**
- **Enlisted Master File updates**

PERS-4812 2004 Statistics

<u>PROCESSES</u>	<u>TOTAL</u>	<u>APPROVED</u>	<u>DISAPPROVED</u>
•CHANGE OF RATE 304	682	378	
•BCNR 16	27	11	
•EXAM PARTICIPATION 17	42	25	
•ADV DETERMINATION LTR	203	111	92
•TIR WAIVERS	44	39	5
•EMF UPDATES	643		
•RESCORE-R		68	54

Expansion of Rating Exam to 200 Questions

- Time to take exam remains 3 hours
- Passing the test

	150	200	% to Pass
E-4	43	56	28%
E-5	48	62	31%
E-6	67	68	34%
- Professional Military Knowledge Questions
 - E4 - 50 Military Questions
 - E5 - 65 Military Questions
 - E6 - 85 Military Questions
 - E7 - 100 Military Questions

Selected Reserve Advancement Summary (Feb 04 & Aug 04)

Pct	Adv	PNA	Fail	Total	Pct	
					Pass	Adv
E-4						
Feb 04 68%	597	270	7	878	31%	
Aug 04 97%	1156	0	11	1190	0%	
E-5						
Feb 04 9%	482	4854	149	5501	88%	
Aug 04	1233	4764	225	6301	76%	20%
E-6						
Feb 04 5%	418	7274	416	8115	90%	
Aug 04	816	6775	837	8526	80%	

USN Advancement Summary (Mar 04 & Sep 04)

Pct	Adv	PNA	Fail	Total	Pct	
					Pass	Adv
E-4						
Mar 04	10779	19656	461	30897	64%	
35%						
Sep 04	11842	20056	394	32373	62%	
37%						
E-5						
Mar 04	8758	39827	1293	49882	80%	18%
Sep 04	7750	36247	1218	45307	80%	17%
E-6						
Sep 04	4700	24208	419	29330	82%	16%
Mar 04	4511	27042	720	32346	84%	
14%						

TAR/CANREC* Advancement Summary (Mar 04/Sep 04)

Pct		Adv	PNA	Fail	Total	Pct	
						Pass	Adv
E-4							
Mar 04	269		266	0	535	50%	
50%							
Sep 04	213		413	1	629	66%	
34%							
E-5							
Mar 04	240		570	8	818	70%	
29%							
Sep 04	161		825	14	1005	82%	
16%							
Mar 04*	7		0	0	7		
100%	100%						
Sep 04*	1		0	0	3		

TIR Waiver for Top Performers

- Authorized by CO's for E6-E7 candidates
- Transfer evaluations with EP do not count
- EP must be on most current "Periodic" eval
- No "Special" eval to establish waiver eligibility
- Eval must be a period ending prior to the month of exam



Enlisted Advancement and General

Assignment Issues

- **Auto Validation of E8/9 candidates**
 - **Commands will receive ESVR**
Refer to Table 7-1 in the ADVMAN.
- **TIR in NSIPS (SELRES)**
 - NSIPS receives automatic update of “Advancement Date” but does not receive update to the “Time in Rate” date.
 - Commands need to go into NSIPS and manually update new TIR.
- **Missing information**
 - **Biggest delay in requests for Rating Conversion and... General Assignment Recall**



Enlisted Advancement Issues

- **Mobilization**
 - **Ensure reserves get exams and the right exam. Mobilized reserves take the reserve exam.**
 - **Follow through with advancement dates**
 - **When advanced off a reserve exam, advancement date will not automatically pick up if member is mobilized. Call our office for assistance.**
- **Exam Discrepancies**
 - **268 discrepancies pending from Aug 04 exam**
 - **17 discrepancies pending from Mar 04 exam**
 - **Advancement status will not be known until these are corrected. If not corrected by 30 June - member loses. Check list on NETPDTC website.**



Enlisted Advancement Issues

- Discrepancies are easily corrected.
 - ESO's or NRA's (whoever administered the exam) receives list of discrepancies and should take corrective action
 - Even those transferred, separated, or discharged should be cleared from discrepancy list
 - refer to ADVMAN Table 7-2 for assistance

“What to do with exam discrepancies?”

- DID YOU RECEIVE YOUR PROFILE SHEET**
- HAVE YOU LOOKED AT THE NETPDTC WEBSITE UNDER DISCREPANCIES FOR YOUR NAME**
- HAVE YOU TALKED TO YOUR ESO**
- ARE YOU RESEARCHING THE DISCREPANCY IN A TIMELY MANNER - DON'T PUT IT OFF UNTIL IT IS TOO LATE**
- HAVE YOU CONTACTED PERS-4812 FOR ASSISTANCE-**

ESPECIALLY IF YOU ARE ELIGIBLE FOR

CHIEF/SENIOR/MASTER CHIEF PETTY OFFICER

**(prior to the
board convening date)**

NAVY PERSONNEL



Enlisted Advancement Issues

CYCLE 074 AUG 2004 EXAM DISCREPANCIES

NAMES: 199 DISCREPANCIES: 268

TIG 6 MO GRTR TIS 3

FOREIGN NAT HOLD 6

CITIZENSHIP UNK 4

INSUFF TIR 45

ERROR DTIS = 0000 27

PERF MARK ERROR 141

SCHOOL REQUIRED 6

WRONG PATH ADV 31

For current stats refer to

<https://www.advancement.cnet.navy.mil/>



Enlisted Advancement Issues

CYCLE 184 SEP 2004 EXAM DISCREPANCIES (USN/FTS)

NAMES: 262

DISCREPANCIES: 273

FOREIGN NAT HOLD 21

CITIZENSHIP UNK 2

SIPG 6MS GTR TAS 6

INSUFF TIR 60

PERF MARK ERROR 144

SCHOOL REQUIRED 6

WRONG PATH ADV 34



Enlisted Advancement Issues

- **General Assignment Recall Info -**
 - **Selected Reserve personnel who desire to be voluntary recalled to active duty for a period of 24 months.**
 - **Program also covers FTS personnel who desire to remove their FTS designator and reenlist in the regular Navy (Branch Class 11 vice 32T).**
 - **Members approved for a Special Program (SEAL/SWCC/EOD/DIVER) are recalled for 36 months.**
 - **Governing instructions:**
 - MILPERSMAN 1306-1400 SELRES**
 - MILPERSMAN 1306-1504 - FTS personnel**
 - MILPERSMAN 1220 - SPECWAR programs**



Enlisted Advancement Issues

- **Selection Board Info - USNR**

- **E8/9 convenes 7 Mar 05 (NAVADMIN 266/04)**

- **Packages postmarked by 1 Feb 05**

- **E7 convenes 16 May 05 (NAVADMIN 286/04 SELRES, NAVADMIN 280/04 FTS)**

- **Packages postmarked by 1 Apr 05**



Enlisted Advancement Issues

- **Selection Board Info - USN**
 - **E9 convenes 4 Apr 05**
 - **Packages postmarked by 14 Jan 05**
 - **E8 convenes 18 Apr 05**
 - **Packages postmarked by 14 Jan 05**
 - **E7 convenes 27 Jun 05**
 - Packages postmarked by 13 May 05**

BOARD PACKAGES

- **DO NOT BE REDUNDANT - CHECK YOUR MICROFICHE**
- **NO STAPLES IN THE PACKAGES**
- **NO PICTURES OF ANY KIND IN THE PACKAGE**
- **SSN'S ON ALL PAGES**
- **SEND IN PLENTY OF TIME - DO NOT WAIT FOR DEADLINE**
- **CHECK OUR WEBSITE FOR STATUS OF PACKAGE**
- **CHECK OUR WEBSITE FOR STATUS OF**

Membership Considerations

The objective in putting together board membership is to ensure every candidate is fairly represented from as many perspectives as possible. When considering prospective board members, we consider:

Rating

Minority

Gender

Geographic Location

Community (i.e. type aircraft, SPECWAR)

Special Quals

Number of Records to be Reviewed

Prior Board Experience

Board Composition

One Officer and 4-6 Master Chiefs per panel

President - Voting Member

Voting Members - Master Chief Petty Officers

Ensures compliance with precept

Officers (CDR,

LCDR)

Recorders - Provide admin support

Warrant Officers

(W3, W4)

Board Composition

- **Admin (YN, PN, NC)**
- **Airframes (AD, AM, AZ, AS, PH, PR)**
- **Avionics (AC, AT, AE, AW, AG, AO)**
- **Deck (BM, MA, QM, SM)**
- **Engineering - I (IC, EM, MR, HT, DC)**
- **Engineering - II (MM, EN, GS)**
- **Medical/Dental - (HM, DT)**
- **SEABEE'S - (BU, CE, CM, UT, EA, EO, SW)**
- **Security/Intel (CT, IS, JO, RP)**
- **Supply - (SK, MS, SH, PC, DK)**
- **Surface Ops - (ET, IT, OS)**
- **Surface Weapons - (GM, FC, ST, FT, MN)**

Board Process

- **Briefs on EEO, FITREPs**
- **Board is sworn in.**
- **Discussion of criteria for selection**
- **Assign Records randomly to panels**
- **Record Review - Score Records - two scores**
- **Develop Slate - Brief President**
- **Tank - Present Slate to Board Members**
- **Vote - Majority Required**
- **Compile Slates for Presentation to CNP**
- **Call out with CNP**
- **Release Results**

What Does a Selection Board Look For?

- Test Score (E7 Board)
- Your PMA compared to Rep Seniors Cum
- Promotion Recommendation
- Leadership/Sailorization
- Experience
- Performance Narrative
- Collateral Duties
- Qualifications
- Objective
- Potential

What Matters?

- **Test Score (E7 Board)**
 - **Indicator of Professional Knowledge**
- **PMA vs Rpt Senior Cum**
 - **Break Out Against Reporting Senior's Average.**

Ensure your top runners are above your overall

Cumulative for that paygrade...not that particular competitive group.

- **Promotion Recommendation**
 - **Consistent? Improving? Declining?**
 - **One of One vs Part of a Large Group**

- **Leadership/Sailorization**
 - **Leadership - Level of Responsibility**
 - **Sailorization - What are you doing for your subordinates?**
 - **Impact on Command Mission**
 - **Increased Responsibilities?**
- **Experience**
 - **Diversity in duty Assignments**
 - **Arduous duty**
 - **Out of Rate Assignments**

- **PERFORMANCE NARRATIVE** – Prioritize Bullets
 - **Talk to the Board!**
- **Comments Separating Candidate from Peer**
- **Performance of Primary and Collateral Duties**
- **Does Documentation of Performance Support**
Marks and Promotion Recommendation
- **Qualitative and Quantitative Comments**
Concerning Candidates Contributions to
Mission, Morale, Retention, and Sailorization
- **Explain marks and recommendations.**
- **Civilian Occupation for Reservists. Does it**
relate? Is it Management/Supervisory in
Nature?

- **Collateral Duties- Command Career Counselor, DAPA, URINALYSIS COORD, PRT COORD, CMEO (CAT/CTT), PDB**
- **Indicator of Initiative, Leadership and Contribution to Command**
- **Qualifications**
 - **There are no points awarded for mandatory warfare quals. If you're at a command where you can get a warfare pin and don't, BIG NEGATIVE. Could impact several areas**

- **OBJECTIVE**

**Special Quals (NAC/DV/EOD/OOD/DCTT,
etc)**

Awards - not service awards

**Education - Schools, Correspondence
Courses**

Community Service - Leadership Roles

Potential

Taking all of these things in to consideration, what is the candidate's potential to serve in the next higher paygrade?

[illegible]

The Slating Process

Seq	Min	Sex	Exam	Rec	Marks	Scope	Exp	Perf	Coll	Quals	Obj	Pot	Tot	E
1	I	M	41	100	100	100	75	88	25	72	70	100	771	
2	C	M	45	93	100	75	75	75	50	60	60	100	733	
3	C	M	34	86	100	100	50	75	50	85	50	100	730	
4	C	F	37	86	75	100	88	100	30	48	45	100	709	
5	C	M	43	100	100	62	88	75	25	72	35	100	700	
6	C	M	32	93	100	88	75	88	30	25	60	100	691	
7	C	M	39	73	50	100	75	88	40	50	60	100	675	
8	A	M	49	100	100	75	75	75	15	25	40	100	654	
9	C	M	42	100	100	75	62	62	25	12	70	100	648	
10	A	M	35	100	100	88	50	62	5	25	65	100	630	
11	N	M	45	80	100	75	50	50	25	60	35	100	620	
12	C	M	43	72	38	50	60	75	20	72	60	75	565	
13	C	M	61	100	100	50	50	50	10	25	45	50	541	

NAVY PERSONNEL



COMMAND

Bureau of

Naval Personnel

Thank-you!